

engineering  
the  
future

STRATEGIC  
PLAN

2022-27



**MAR BASELIOS**  
COLLEGE OF ENGINEERING AND TECHNOLOGY  
**AUTONOMOUS**

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COLLEGE OF  
ENGINEERING AND TECHNOLOGY





## Preamble

Over the past one and half decade, Mar Baselios College of Engineering and Technology has been engaged in educating the future generations of Engineers. Started in 2002 with four B.Tech programmes with 240 students today, it has emerged as a leading institution in the State with an intake of 600 students in seven specializations, and seven M.Tech programmes. With an unparalleled infrastructure and state-of-art facilities, outstanding academic results and achievements in arts and sports we are positioned as a College of choice for the students to weave their Engineering dreams. Five B.Tech programmes are accredited by NBA(Tier-II) and the institution is accredited by NAAC with 'A' grade with a CGPA of 3.13- the highest grade among the Engineering Colleges in Kerala during 2016. Our outstanding excellence has been the cornerstone of our reputation, and our graduates are recognized and valued for their integrity, commitment, ethical behavior and exceptional leadership.

MBCET has progressed so fast because of the visionary patronage, committed leadership, hard work and community partnerships. These achievements are a testament to the fortitude of every faculty and staff member who enabled change at a pace never experienced before. The campus setting, learning environment and the vibrant community all contribute to an exceptional academic atmosphere that gives MBCET much to celebrate and build upon.





# Looking forward

In order to enhance the quality and effectiveness of the Institution, Strategic Planning and Implementation is done incorporating ideas and concepts from various domains to address different aspects of growth and change within the institution. The planning has been done through a comprehensive process keeping in mind the vision, mission and core values of the institution. A number of goals, objectives corresponding to the goals, and strategies to achieve the objectives have been defined, taking into account internal strengths and weaknesses as well as external opportunities and threats. Action plans for execution of each of the strategies help to achieve sustainable growth and development across various aspects of the institution.

The institute prepares strategic plan for every five years for its overall development. Strategic plan (2022-2027) is prepared considering the objectives which are aligned with the Vision and Mission of the Institute, desired outcomes, goals, objectives and gaps identified from the implementation of previous plan (2017-2022), feedback from the stakeholders and audits and SWOC Analysis.







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# Our Vision, Mission and Values

## Vision

To be an institution moulding globally competent professionals as epitomes of noble values

## Mission

To transform the youth as technically competent, ethically sound and socially committed professionals, by providing a vibrant learning ambience, for the welfare of humanity

## Core Values

Integrity  
Tolerance  
Accountability  
Commitment  
Social  
Responsibility  
Innovation  
Professional  
Excellence

*The vision articulates our direction. The mission declares our purpose. The values assert our beliefs that guide our actions and behavior. Taken together, they provide a road map to our destination.*



# Enabling Goals

In order to achieve its mission, retaining the culture and aspirations, the MBCET has established the following goals:

**GOAL 1:** Be among the highly esteemed institutions in the Country for Undergraduate and Post graduate studies in Engineering and Technology

**GOAL 2:** Pursue academic and applied research, consultancy, innovation, and entrepreneurship activities to address the grand challenges and opportunities of the future

**GOAL 3:** To create an environment for the students to succeed at their highest level through high quality academic programmes, co-curricular and extra-curricular activities and community outreach programs.

**GOAL 4:** Recruit, retain and enable a community of exceptional faculty and staff

**GOAL 5:** To establish and maintain facilities and infrastructure; governance and administration that support the achievement of the college's vision, mission and values.



# GOAL 1:

**Be among the highly esteemed institutions in the Country for Undergraduate and Post graduate studies in Engineering and Technology**

*MBCET will be equipped to develop the next generation of Engineers who will attain high technical competence with leadership skills. The College will continue to strive in creating lifelong learners through the active engagement and support of its stakeholders and alumni.*

**Objective 1.1: Benchmark the pedagogy with that of the top tier Institutions in the Country**

## **Strategies:**

- a) Encourage innovative teaching, learning and assessment methods.
- b) Enhance faculty and student interaction with reputed institutions/ organizations through training programmes, workshops collaborative projects.
- c) Initiate student exchange programmes of Faculty and Student members at reputed institutions.

**Objective 1.2: Institutional brand building**

## **Strategies:**

- a) Enhance scholarly activities
- b) Ensure quality assurance through annual quality assessment.
- c) Attain higher levels of achievements in co-curricular and extra - curricular activities.
- d) Enhance student and faculty diversity.



- e) Enhance the role of stakeholders in decision making and establish structured feedback system from stakeholders.
- f) Evolve mechanisms to attract high quality students.
- g) Strengthen the quality and impact of the M Tech Programs.
- h) Introduction of new courses during Curriculum revision according to the need of the Industry after identifying the curriculum gaps and suggestions from stakeholders.
- i) Establish Research Chair.

### Objective 1.3: Promote alumni networking with students

#### Strategies:

- a) Strengthen world-wide MBCET alumni network
- b) Attract more alumni support in placements and internships for students.
- c) Enhance the involvement of alumni as resource persons for Technical Workshops and Invited Talks.
- d) Strengthen alumni involvement as innovator or entrepreneur in the campus start-up ecosystem.
- e) Plan for Department wise Alumni meet once in two years.





## GOAL 2:

Pursue academic and applied research, consultancy, innovation, and entrepreneurship activities to address the grand challenges and opportunities of the future

*Our endeavours fostering Technological innovation, Industrial, Research, Internship programs and Entrepreneurship in the coming years will prepare students to be global citizens.*

Objective 2.1: Strengthen Research Activities

**Strategies:**

a) Increase the number of external and internal research projects.



- b) Increase quality research publications.
- c) Encourage staff and students to organize/ attend workshops, conferences, invited talks, seminars etc.
- d) Continuously monitor and apply for financial aids given by central, state governments and various international organisations.
- e) Establish Research Labs in all Departments.
- f) Encourage the faculty to register as PhD Guide.
- g) Encourage the faculty to Pursue Post Doctoral Research.
- h) Inspire social commitment of faculty through extension and outreach activities.

Objective 2.2: Establish productive partnership between industry/ reputed organizations for consultancy and internships

#### Strategies:

- a) Nurture a culture of research and innovation excellence focusing on challenges of societal and economic importance.
- b) Establish Consultancy Cell and pursue consultancy activities in all departments
- c) Establish Industry Institute linkages with reputed industries and organization in curriculum design, joint research projects, training and internships.

Objective 2.3: Foster an entrepreneurial ecosystem in the campus

#### Strategies:

- a) Facilitate the development and protection of Intellectual Property Rights (IPR).
- b) Strengthen the Innovation and Entrepreneurship Development Centre (IEDC) facilities and enhance its activities.
- c) Develop more incubation and meet-up spaces
- d) Conduct training programmes/workshops/events/competitions focused on innovation and entrepreneurship.
- e) Establish an innovation hub that promote entrepreneurship.
- f) Establish incentives for IPR.
- g) Encourage the faculty and students to register more startups and incubate with our Incubation centre.





## GOAL 3 :

**To create an environment for the students to succeed at their highest level through high quality academic programmes, co-curricular and extra-curricular activities and community outreach programs.**

*MBCET will provide students with transformational experience focusing on innovative teaching methods, quality enhancing programs, community outreach programs, wide learning opportunities -both inside and outside classrooms, co-curricular and extracurricular activities, in a caring environment.*

### Objective 3.1 Ensure quality Teaching and Learning

#### Strategies:

- a) Implement more innovative teaching and learning techniques
- b) Facilitate students' personal and professional development
- c) Regular audit on effectiveness of both UG & PG curriculum and content delivery.

Objective 3.2 To prepare students for successful placements and higher studies

**Strategies:**

- a) Enhance career guidance and placement activities to attract core companies.
- b) Focus on Industry Internship and In-Plant Training to enable the students to be placed in reputed core industries.
- c) Creative awareness among students to explore diverse options and opportunities in professional field.
- d) Arrange more skill-based development program and industry relevant continuing education programmes to make the students employable.
- e) Offer training programmes that meet the requirements of the industry.
- f) Encourage students to get admissions in top ranking institutions in India & abroad.
- g) Take measures to improve the student pass percentage/results by appropriately addressing the related issues.

Objective 3.3 Develop a culture to serve the society

**Strategies:**

- a) Motivate student to undertake socially relevant and useful projects
- b) Arrange more inspirational activities encouraging students for community service.
- c) Provide support for NGOs engaged in social service activities.

Objective 3.4 Provide an environment for the holistic development of students

**Strategies:**

- a) Create more opportunities for extra-curricular (Arts and sports), co-curricular activities, activities conducted under clubs, interest groups and cells.
- b) Enhance department association and professional society activities and ensure increased participation of students.
- c) Counselling centre to be equipped to address students' psychological and emotional issues.
- d) Effective grievance redressal mechanism to address student grievances.





## GOAL 4

**Recruit, retain and enable a community of exceptional faculty and staff**

*MBCET will recruit and retain a team of dedicated faculty and staff, and sustain a productive work environment that provides each Faculty and Staff Member to achieve a bright and rewarding career ahead.*

**Objective 4.1 Ensure quality in intake of faculty and staff**

**Strategies:**

- a) Recruit faculty through a rigorous screening process evaluating their capability and interest.
- b) Arrange induction programme for newly joined faculty.
- c) Recruit the technical staff with relevant industrial experience.

## Objective 4.2 Encourage and enable faculty excellence

### Strategies:

- a) More activities and e content development by Teaching Learning Centre to promote the student centric learning.
- b) Review and accommodate innovative teaching methodologies
- c) Establish centres of excellence in departments, based on activities of research interest groups.
- d) Build a team of outstanding faculty and ensure that every faculty member has a career path to academic excellence and success.
- e) Institute research promotion schemes to support higher education for faculty.
- f) Arrange workload balancing and flexible timings for promoting research and consultancy activities.
- g) Conduct regular skill up-gradation programmes for technical staff.
- h) Enhance Faculty exposure through linkages with institutions and industry.
- i) Promote Multidisciplinary/Inter Disciplinary/Translational Research.

## Objective 4.3 Facilitate welfare measures for a rewarding career

### Strategies:

- a) Implement performance-based incentives, rewards and recognition
- b) Establish high-end Product Development Centre.
- c) Conduct skill development programmes in advanced technology areas for faculty and technical staff.
- d) Encourage faculty and staff towards entrepreneurship
- e) Implement attractive pay and other benefits for personal/professional development of the faculty and staff to increase the retention rate.
- f) Effective grievance redressal mechanism for faculty and staff to address grievances.
- g) Implement more staff welfare measures.





## GOAL 5

**To establish and maintain facilities and infrastructure; governance and administration that support the achievement of the college's vision, mission and values.**

*Our rich campus setting and vibrant teaching learning community contributes to an exceptional academic atmosphere. As future emerges, to ensure quality the College will streamline its status through effective governance and enhanced facilities which fulfil its vision, mission and uphold its values.*

**Objective 5.1: Achieve excellence in governance and administration through transparency, accountability, quality and trust**

### **Strategies:**

- a) Establish well defined rules, policies and simple procedures.
- b) Decentralisation of powers and all-inclusive well defined organisational charts.

- c) Provide financial powers to departments and manage its utilisation with accountability and transparency.
- d) Celebrate and reward excellence in innovation, leadership and initiative.
- e) Streamline the process of budgeting and financial auditing.

**Objective 5.2 : Develop world class infrastructural facilities for undergraduate and post graduate education, and research**

**Strategies:**

- a) Develop a master plan that addresses the need for the present and the future.
- b) A full-fledged Maintenance Cell to undertake the maintenance of infrastructure and other facilities.
- c) Continuous up-gradation of lab/workshop requirements at par with reputed National/International institutions.
- d) Establish a high-performance Computing Facility.
- e) Improve library facilities- print and digital resources (e-books, details of projects and seminars), both at Central and Department libraries.
- f) Improve medical facilities in the campus, including ambulance.
- g) Enhance facilities for sports, arts and recreation, with time extension beyond regular working hours.
- h) Automation of the various functional units of the Institution.
- i) Establish more Industry Sponsored Labs.
- j) Upgrade the Resources under Information Technology Management and Services (ITMS).
- k) Enhance the Learning Management System with a Data Centre.
- l) Establish administrative, and finance management systems to enable e-Governance.
- m) A dedicated team to strengthen the public relations and perception.



## Acknowledgment

On behalf of the Strategic Planning Committee, I would like to thank all those who were involved in the development of this ambitious document. The strategic plan emphasizes providing a truly transformative education experience to our students, alongwith accelerating Research, Innovation and Entrepreneurship. It is a testimony to our cooperative and collaborative effort. The contributions of all stakeholders to this endeavor are greatly appreciated.

**Dr. Abraham T. Mathew**  
Principal

